

# concordia's Thursday Report

Vol. 15 No. 1 September 6, 1990

## "We have to rebalance our thinking," Lincoln

Former environment minister opens Esther Goldenberg Lecture Series

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Finance Professor prepares report for the CRTC

by Daniel Kucharsky

While things may look bleak now, it's still not too late to save the world's environment, said Clifford Lincoln last month when he helped inaugurate the summer school of Concordia's graduate Ecotoxicology Programme.

"We mustn't despair. The task seems so formidable (but) it can be reversed," said the former provincial minister of the environment, speaking on August 20 at the opening session of the Esther Goldenberg Lecture Series on Ecotoxicology and Environmental Management, which is part of the 10-day school.

Lincoln saluted Concordia's Ecotoxicology Programme — the only one in Québec — saying environmental education and awareness are necessary tools in the battle against pollution.

#### The statistics speak

He said he can't believe his eyes when he reads the statistics: 1.7 billion people have no safe drinking water, 3 billion people have no sanitation facilities, 27 million acres of forest, twice the size of Nova Scotia, disappear annually, and the earth's deserts now cover an area the size of North and South America combined. He said the world has reached the stage when it should draft a second universal Declaration of Human Rights, one that includes the right to quality of life and to basic health.

"Somehow we have to rebalance our thinking," Lincoln said, noting that after Iraq's invasion of Kuwait, wealthy nations mobilized tens of thousands of soldiers and millions of dollars in a matter of hours. While adding that some armed conflicts may be necessary, he said, "our order of priorities is completely out of balance."

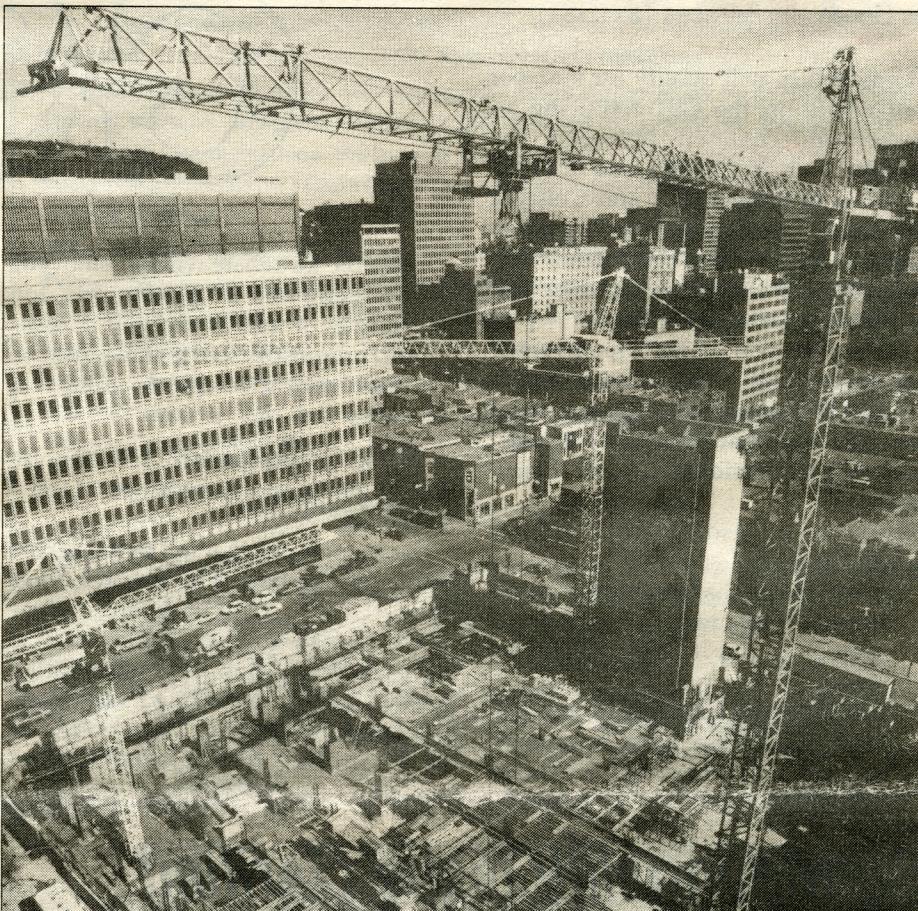
"If we acted with as much diligence over the question of Third World debt, reforestation and pesticide control as we did over Kuwait, maybe we would have a more peaceful world," he said. "We must invest in changing attitudes."

#### Changing attitudes

Esther Goldenberg, after whom the lecture series is named, has invested 15 years of her life, at her own expense, to change attitudes regarding the environ-

continued on page

## A bird's eye view of library construction



Count 'em. One, two, three cranes and a large crew of workers are busy at work in Phase Two of construction of the downtown library complex. Vice-Rector Services, **J. Charles Giguère** says that construction is on schedule despite last spring's trucker disputes and rotating strikes in the construction industry. Conservation buffs take heart: while work progresses around the Royal George façade, some of the more vulnerable ceramic pieces have been removed, numbered and carefully stored in the basement of Bishop Court.

PHOTO: Charles Belanger

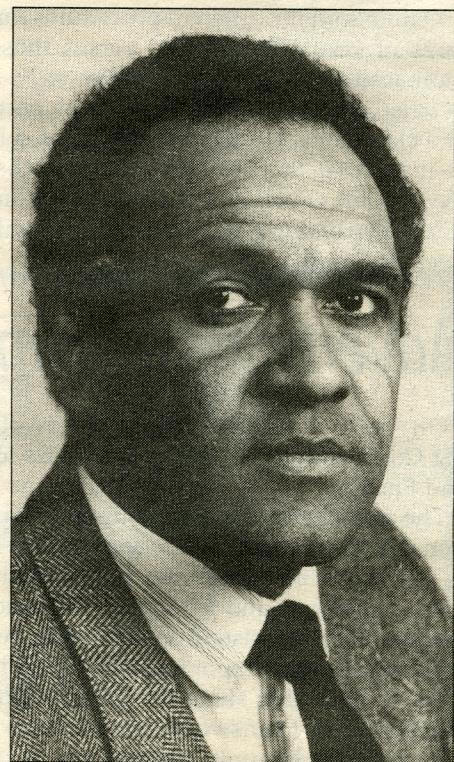
## Christopher Ross named Acting Dean, Appelbaum steps down after 7 years

Associate Professor of Marketing Christopher A. Ross has been appointed Acting Dean of the Faculty of Commerce and Administration following the resignation of Steven H. Appelbaum last August 1. Citing academic and administrative differences between his office and the senior administration — the Office of the Vice-Rector Academic, in particular — Appelbaum has decided to return to teaching and research.

Ross has been at Concordia since 1981 and was Acting Dean of the Faculty of Commerce and Administration during the 1988-89 academic year. Prior to that, he was Associate Dean of Graduate Studies and Research for a four-year period. He was also Director of the joint PhD programme in Administration between Montréal's four universities.

Appelbaum became Dean of the Faculty in 1983. He has been instrumental in implementing many new and innovative programmes including the Executive MBA and the Master of Science in Administration.

— DGV



Christopher A. Ross

# GST to benefit universities and students, says government

Canadian universities received this AUCC Communiqué during the summer explaining how they will be affected by the Goods and Services Tax (GST):

Universities will qualify for a 67 per cent rebate on the GST following an agreement reached between the Government of Canada and the Association of Universities and Colleges of Canada (AUCC) and the Canadian Association of University Business Officers (CAUBO). The rebate rate also applies to community colleges.

"The rebate will be paid on university purchases for exempt activities and is equivalent to an effective tax rate of 2.3 per cent rather than the seven per cent," said AUCC President Claude Lajeunesse.

Universities also obtained federal agreement that:

- meal plans that provide a minimum of 10 meals a week for a period of four weeks will be exempt;
- instruction at universities and colleges, including most non-credit courses, will be exempt. Excluded

will be recreational and hobby courses; the requirement that universities be publicly funded in order to be

federal sales tax were retained and consultations held with other organizations considered as Public Service Bodies under the GST.

of federal sales tax reform."

Besides the exemptions under educational services, universities benefit from exemptions to health care services, child and personal services, legal aid services and services provided by public sector bodies.

"There will be further consultations with the Department of Revenue to ensure that the agreement with the Department of Finance is respected in Revenue Canada's interpretation of some gray areas for universities," Lajeunesse added.

CAUBO will examine some of these gray areas at a seminar for university administrators and accountants in Toronto later this month. A question and answer booklet on the GST will be produced for use by universities shortly afterward.



- eligible for rebate will be removed; the definition of exempt fees for courses of instruction will include all compulsory fees that the student must pay in order to take the course.

"These arrangements will benefit both students and universities," Lajeunesse said.

The discussions that led to the agreement were supported by research done by an AUCC/CAUBO task force. Statistical information was collected from a representative group of 13 universities across Canada, including both small and large institutions. The services of an accounting firm specializing in

Finance Minister Michael Wilson said he was pleased that an agreement could be reached. "Our key objective throughout our discussions was to ensure that Canadian universities encounter no greater tax burden as a result

## Confidentiality issue clarified in new sexual harassment policy

Rector Patrick Kenniff has clarified the procedures for confidentiality under the terms of the University's new policy on sexual harassment.

Addressing concerns raised at the May meeting of the Board of Governors, Kenniff told the Governors at their last meeting in June that the nine-member Advisory Committee on Sexual Harassment originally attempted to marry sexual harassment policies and procedures with those of Concordia's newly revised Non-Academic Code of Conduct. After consulting for two years however, the committee concluded that a separate hearing procedure for cases of sexual harassment was called for to protect unjustly accused individuals from the scrutiny of public hearings.

Kenniff said the different procedures for determining open or closed hearings in cases of sexual harassment versus those under the general Code of Conduct (non-academic) would be as follows:

- in a Code of Conduct charge, both parties must agree to either an open hearing or a closed one. If one party disagrees, a hearing board will make the decision.
- in the case of a sexual harassment charge, because of its sensitive nature and the possible effects of a public hearing on a third party, even if both parties agree to an open hearing, the hearing board will determine whether the hearing will be open or closed.

## Advertising becomes Marketing

On August 1, the Department of Advertising became the Department of Marketing Communications and now reports to the Vice-Rector Institutional Relations and Finance.

The announcement was made jointly by the Offices of the Vice-Rector Institutional Relations and Finance and the Vice-Rector Services. The change comes about as the Department assumes responsibility, in tandem with the Departments of Public Relations and University Advancement, for developing, marketing and maintaining a consistent and coherent institutional image for the University.

Though the new reporting structure is intended to strengthen the Department's links to units that share its communication goals, Marketing Communications Director Mike Hainsworth and his team will continue to provide services to the University community, particularly in advertising and recruitment of students, staff and faculty.

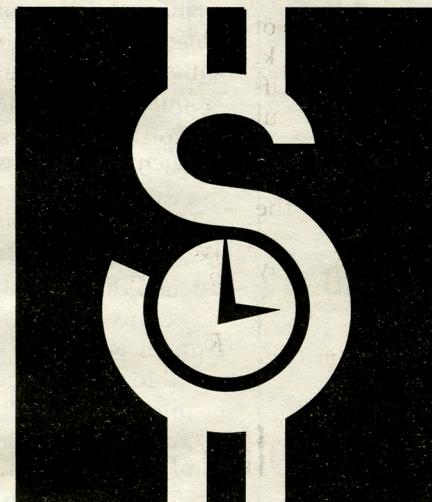
## Work Study Programme launched to ease financial burden

The Financial Aid Office has announced a Work Study Programme for students in financial need. It is the first of its kind in Québec.

Jacqueline Brathwaite, Work Study Administrator, encourages University departments and services to develop and submit work project proposals for students. In turn, the programme will subsidize 50 per cent of the labour costs up to the maximum allowable limit of \$750 per project. The Financial Aid Office expects to subsidize more than 100 projects in the Work Study Programme.

Students will be given the opportunity to work on campus in career-related positions. Even students with no previous job experience will be eligible to apply and remuneration will be above minimum wage. Hours will be flexible to fit students' academic schedules and number no more than 15 per week to ensure that academic goals take priority.

Three hourly wage rates ranging from \$5.94 to \$8.25 have been established, based on the level of skill, experience and training required for each position.



The programme is opened to full-time Concordia students who are Canadian citizens, permanent residents or international students and who demonstrate financial need, as determined by criteria set by the Financial Aid Office.

University departments and services can also benefit from the programme by developing special projects or providing additional staff during peak periods. Though the August 31 deadline has passed, proposals received after August 31 will be considered alternate projects pending the availability of resources.

The cost of any project cannot exceed \$1,500, comprising salary and benefits, as the maximum subsidy is \$750. Costs exceeding the weekly or project limit will be at the employer's expense.

The Work Study Programme is funded by the University's budget and is one of the projects designed to help students cope with increasing education costs.

For more information about the programme, call Jacqueline Brathwaite at 848-3523.

— DGV

# Women make a difference

250 Canadian women considered experts in international guide

by Rachel Alkallay



A newly published guide called *Making a World of Difference* includes the names of 250 Canadian women who will now be recognized internationally as experts in their fields.

This directory of women experts on a wide variety of subjects is published by the Canadian Council for International Cooperation, an independent organization based in Ottawa. The names of two prominent women at Concordia appear in the bilingual directory which can be purchased for \$15. Maria Peluso from the Department of Political Science, and Norma Joseph, a lecturer in the Department of Religion, are both accomplished women in their respective fields.

Compiling the names has become an ongoing process with a database consisting of hundreds of women who do not appear in the directory continually being updated. Every day women distinguish themselves in the fields of ecology, peace, inter-cultural relations, Third World development and issues of social concern.

Peluso says that at first she did not want to be included in the book. "Women are not accustomed to self-promotion. It is difficult to talk about oneself."

Peluso's accomplishments speak for themselves: she was Director of the Canadian Council of Christians and Jews, President of Chez Doris, a day centre for homeless women, and she is a member of the Montreal Urban Community's Committee on Inter-Cul-

tural Relations.

Eighty percent of people working in organizations promoting peace, ecological and inter-cultural issues and Third World development are women, yet when the media enlists the aid of experts in these fields, the people who appear on the screen or in print are usually male. Peluso says she hopes the directory's existence will mean that finding woman experts to speak about crucial issues will be made easy. Already, because of her listing in the directory, Peluso has received calls to speak on eco-feminism, education, and inter-cultural relations in the Montréal area.

Norma Joseph also "honestly didn't want to submit my name" when asked by Dorothy Rosenberg, who developed the project that became *Making a World of Difference*. Having worked mainly within the Jewish community as an Orthodox feminist, Joseph recently helped bring about significant changes to the new federal law concerning Jewish divorce. She says the directory is "a great idea and an excellent resource" which needs to be well-publicized in order to reap its full benefits.

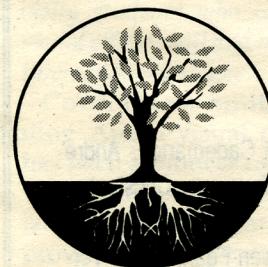
Responding to the oft-asked question whether feminism and observant Judaism are contradictory, Joseph explains that feminism's goal is to give women the ability and the freedom to choose — this includes lifestyle and method of observance. Dictating to other women how they should lead their lives is the antithesis of feminism.

Joseph's goal is to bring "ethical justice to all." A woman should be free to work with her own experience within her own cultural and ethnic community to bring this ethical justice into effect. She should be equally free to work outside her community if that is where she feels she can best work.

The publishers of *Making a World of Difference* believe the guide can make a difference when used as an effective resource tool to change the perception of traditional roles both men and women play within society.

*The directory is available through both the Women's Centre (Annex P, 2020 Mackay, Room 03, 848-7431) and at the Status of Women Office (Annex K, 2150 Bishop, Room 103, 848-4841).*

## Printing Services offers recycled paper



Concordia's Printing Services will do its part to raise environmental consciousness by offering recycled white paper for use in departmental photocopiers. Manager Robert MacIver says the paper is available in letter and legal size and is sold at the same price as the Repro Plus paper now being sold.

The University's coin-operated photocopiers have been using recycled paper since July. A series of recycled paper products, such as colour recycled bonds, text paper and covers are also available. Printing Services will continue to stock Repro Plus for those who choose not to convert.

Departments that do want to convert need only indicate RECYCLED on their monthly re-order form.

For more information about ordering the recycled paper, contact Mario Paradis at 848-3476. For availability of other recycled paper products, contact Stan Charbonneau at -3480. To let Robert MacIver know what you think about this recycling project, call -3475 or write him at N-026.



by Donna Varrica

The beginning of a new academic and a new volume of *Thursday Reports* is a good time to clear out the backlog of news that accumulates during the summer.

- Congratulations to **Abol Jalilvand**, who has been appointed Finance Department Chair for a three-year term commencing June 1, 1990.
- Physics Lab Supervisor **Yaroslaw Markiza** was re-elected President of the Montréal Citizenship Federation. This is his second one-year term and runs until 1991.
- Outgoing **TTR** Editor **Sharon Bishin** received a Certificate of Recognition for advancing as a finalist in the International Association of Business Communicators 1990 Gold Quill awards programme.
- Accounting Professor **Derek Ackland** was elected President of the Canadian Academic Accounting Association at its annual meeting in Victoria, British Columbia, last June. Ackland returns to Concordia after a year's sabbatical in which he conducted research into the role of ethics in accounting education.
- The Department of Industry, Science, and Technology has awarded \$596,061 over a five-year period to the Canadian Association of Composite Structures and Materials, a body founded by Mechanical Engineering Professor **S.V. Hoa** in 1988.
- **Jennifer Yhap**, who graduated last year with a Master of Arts degree in Philosophy, has received a publication grant from the Canadian Philosophical Association for publication of her thesis, titled "Pascal: A Philosophy of Experience."
- Mechanical Engineering Professor **A.J. Saber** has been elected Vice-Chairman of the Montréal branch of the Canadian Aeronautics and Space Institute (CASI) and is on the organizing committee of CASI's conference on astronauts to be held in November in Ottawa. Saber, along with Chemistry Professors **Cooper Langford, B.C. Hill, Nick Serpone**, and **Dev Sharma** were awarded an NSERC Equipment Grant for a Nd:YAG pulsed dye laser system.
- Physics Professor **David Charlton** was invited to speak at the Yale Medical School last spring about "Calculation of cell sensitization by IudR." He was also one of 20 scientists who spoke at a NATO Advanced Workshop in Italy on early damage in DNA.
- In June, Concordia and le Centre de recherche informatique de Montréal (CRIM) co-sponsored the Second International Workshop on Conditional and Typed Rewriting Systems (CTRS 90). Computer Science Professor **Mitsuhiko Okada** was among the workshop's organizers and its programme committee chair. Participants included experts in this active field of computer science from the United States, Japan, France, Israel, the Netherlands, and West Germany.
- A fund for research chairs has been established by the Canadian Construction Research Board (CCRB). **Paul Fazio**, Director of the Centre for Building Studies and the CCRB's Vice-Chairman, says the Construction Research Chair Fund is designed to take advantage of the matching fund opportunity presented by NSERC's Industrial Research Chair Programme.
- November 15 is the deadline for applications for the second competition in the SSHRC/NSERC Programme of Chairs in the Management of Technological Change. Up to six chairs will be awarded in addition to those offered in the first competition already underway.
- An increasing number of award programmes have been established to encourage women to enter engineering and the natural sciences. Both NSERC and the Canadian Council of Professional Engineers announced two such programmes. For further information about research grants, call Research Services at 848-4888.
- The Student Activities Committee of the Society of Automotive Engineers (SAE) named Concordia's student branch 1989's Outstanding Member, for which they were awarded a cheque and praise for their "banner year" in design and production competitions. Mechanical Engineering Professor **Tadeusz Krepec** is their faculty advisor.
- Health Services will once again have the services of a third-year McGill dietetic student. **Carole Matar** will be working out of both Health Services locations until September 28. Appointments can be set up for general nutritional counselling by calling 848-3565 or -3575 but a doctor's referral is required for special or therapeutic counselling.
- And, welcome to Concordia, **Eleanor Allen** (Graduate Administration), **Joanne Beaudoin** (Research Services), **Maria Buffone** (Graduation), **Robert Chen-Rangel** (Health Services), **Marie-Michèle Chidiac** (Translation), **Richard Gervais** (Physical Plant), **Munit Merid** (Office of the Vice-Rector Academic), **Dorothy Staniland** (TESL), **Susan Sullivan** (Simone de Beauvoir Institute), and **Manuel Valente** (Physical Plant).

## Welcome back

Regular readers of the *Thursday Report* have probably noticed a number of changes in recent months. Beginning with our June 7 issue, we introduced new graphics, a modified design and more generous use of colour. We are also trying to broaden the range of community concerns covered in the newspaper. The changes are the result of a Task Force report commissioned last year by the senior administration through the

Office of the Vice-Rector Institutional Relations and Finance (see *TTR* May 3, 1990). The report formed part of an overall review of Concordia's communications needs; part of that review was an assessment of the impact of some of the University's major publications.

Additional changes to this newspaper will likely be introduced throughout the year — in the hope of making *Concordia's Thursday Report* more at-

tractive and "reader-friendly."

If you have any comments about what we are doing, or have suggestions about story ideas, please contact us. If *Concordia's Thursday Report* is to reflect what is happening at the University, input from you, our readers, is essential. Give us a call at 848-4882 or drop us a line at BC-117.

— Public Relations Department

## Is Emergency response manual necessary?

*To: Dr. Patrick Kenniff, Rector and Vice Chancellor  
Subject: Wasting University money and paper:*

Would you be willing to divulge the name of the person(s) responsible for the Bright Red Booklet, mailed widely throughout the university and doubtless costing the equivalent of many library books, concerned with "EMERGENCY"???

True, there are the telephone numbers for Security, but these are readily available to us already. But can you find anything else in it which is an improvement upon ignorance for an adult of voting age in Montreal? Shouldn't anyone with the intelligence to be in university have enough common sense to call either security or 911 if ever in a pickle? Is any sane person who really is in trouble going to pore patiently through the 28 pages (x 2 for various languages), noting ever so carefully that once one has called Security one should "Provide the following information: Name; Location; Nature of the emergency; ...."

Have you read this booklet? Is it not an example of bureaucratic idiocy? Or is it a parody? I do not know. Is this a University???

Yours sincerely,  
Anthony Hilton  
Dept. of Psychology

*The Office of the Rector replies*

The information contained in an emergency response manual, such as the one distributed in the University, is quite varied and detailed, covering a wide range of dangerous or threatening situations. There is considerable value in providing information, such as this, in order for members of the University community to deal effectively with seldom-encountered scenarios, while waiting for security personnel or police to arrive.

The initial moments of a crisis can be critical in saving lives and in isolating an emergency. They are also extremely stressful periods in which people often do not have the opportunity for calm, dispassionate consideration. In such times the concise, easily accessible instructions in the emergency response manual may well make the difference between crisis resolution and catastrophe.

If we did not make this essential information on how to respond in emergency situations available to staff, students and faculty members, we would not be living up to our obligations to the university community. Many people assisted in the preparation of this manual, which has been met with widespread approval in the University.

Hugh Wm. Brodie  
Assistant to the Rector

## concordia's Thursday Report

**Concordia's Thursday Report** is the community newspaper of the University, serving faculty, staff, students and administration on the Sir George Williams Campus and the Loyola Campus. It is published 30 times during the academic year on a weekly basis by the Public Relations Department of Concordia University, 1455 de Maisonneuve Blvd. West, Montréal, Québec H3G 1M8 (514) 848-4882. Material published in *Concordia's Thursday Report* may not be reproduced without permission. The Back Page listings are published free of charge. Classified ads are \$5 for the first 10 words and 10 cents each additional word. Display ad rates are available on request. Events, notices and ads must be at the Public Relations Office (Bishop Court, 1463 Bishop, Room 115) in writing no later than Monday noon prior to Thursday publication.

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**Faculty Reporters:** Bronwyn Chester  
John Timmins

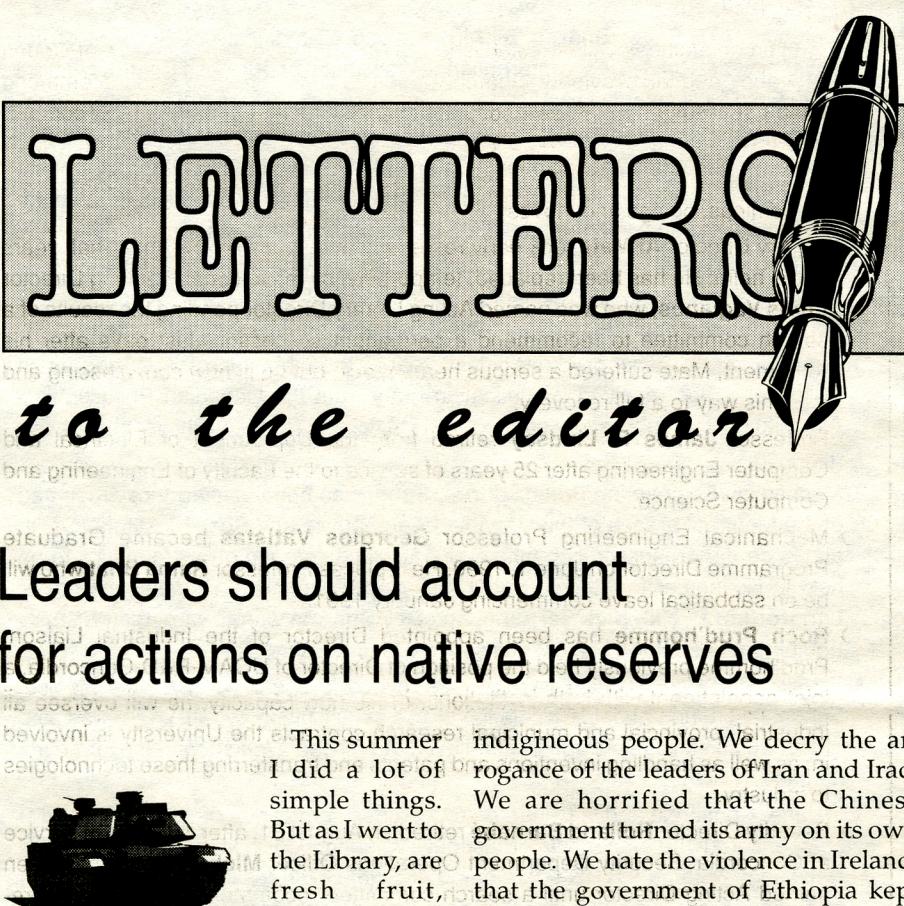
**This Issue:**  
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**Photographers:** Charles Bélanger, Winston C. Cross, Owen Egan, Spiros Vergados and Edmund Wong.

**Logo:** Kathie Foot  
**Typesetting:** Richard Nantel  
Pica Productions

### Concordia's Thursday Report is interested in your opinions and comments

Letters to the Editor must be signed and include a phone number. Please limit your letters to one typed page. The Editor reserves the right to condense submissions, although the utmost care will be taken to preserve the core of the writers' argument. Send Letters to the Editor to BC-117, or fax 848-2814. Letters must arrive by Monday noon, prior to Thursday publication.



## Leaders should account for actions on native reserves

**This summer** I did a lot of simple things. But as I went to the Library, ate fresh fruit, took the kids to the new beach at Ile Ste-Hélène, it was always with the knowledge that some of my neighbours could not do these things.

Some of my neighbours have spent their summer besieged by people whose salaries are paid by my taxes. Some of my neighbours are terrified of the police my taxes pay to protect us all. Some of my neighbours cannot buy the Ontario peaches advertised in all the stores or even milk for their kids.

Some of my neighbours haven't been able to visit the new beach for a restful afternoon. They haven't even been able to walk around their own area without hearing spiteful, hurtful threats. They've been asked to leave shops. They haven't been able to let their children out to play this summer.

What's going on? We condemn South Africa for discriminating against their



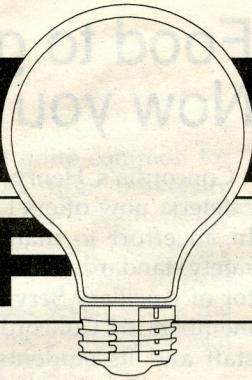
indigenous people. We decry the arrogance of the leaders of Iran and Iraq. We are horrified that the Chinese government turned its army on its own people. We hate the violence in Ireland, that the government of Ethiopia kept food from its own starving population. And, we've always known that Canada is superior to the U.S. when it comes to relations with "minorities."

I guess that when you take things away from a people and treat them badly, you would have to suppose that they did something to deserve it, otherwise you would have to ask yourself why you did it. It would be unfair and unjust to hurt people who did nothing to hurt you. If you can't figure out what they did to deserve this, then maybe it is because they are not quite as human as their oppressors. This theory was good enough for the Nazis.

But if it is not good enough for you, then I think we had better call on our so-called leaders to account for what they have done in our names, with our money, to our shame this summer.

Linda Bien  
Art History Slide Librarian

# OFF THE CUFF



**Mohawk crisis proves threat of violence speeds up resolution of native issues, says Decarie**

edited by Bronwyn Chester

While the 55-day long Mohawk crisis (as of the time of writing, Tuesday) appears to have been resolved without another major native/army confrontation, the price of the federal and provincial government's tardiness to intervene will be paid for years to come, says Graeme Decarie. The Canadian History professor says that Mohawks of Kanesatake and Kahnawake were forced to use extreme measures to attract attention to their cause and the relatively fast results from government will be a lesson to all native peoples.

"Two years ago, when the Mohawk Warriors blocked the Mercier Bridge for a day over the issue of illegal cigarette sales, I was astonished that there were no arrests. There was a 50-calibre machine gun on the bridge. That was the time to call in the army. The lesson to the Warriors was clear: you can get away with violence."

"I am very sympathetic to native people but I am not to the Warriors. They make good money out of bingo, gambling and cigarette sales. Their activities come close to being organized crime except that there is ideology in-

volved as well. As a colonized people the only way out they can see is to seize their destiny, much like the philosophy of the FLQ (Front Liberation du Québec), and they will die for their quest. It's the ideology that makes them really dangerous."

"There is no doubt, however, that the Mohawk society has been pushed to the wall. Only six months ago, the government cut back funding to Indian services. Their situation gets worse and worse. A moderate like (Grand Chief) Joe Norton may not like the Warriors, but he can't help noticing that they get attention. That land (to expand the Oka golf course) was going to go and they (the Kanesatake Mohawks) got action."

"The lesson for Indians across Canada and the United States is that the threat of violence gets action a lot faster than waiting for land claims settlements. I think this summer's events, and the fact that there could have been a lot of blood shed, will radicalize all natives."

"It is not only Mulroney and Bourassa who are responsible. Historically, native issues have never been taken seriously enough. The tragedy is that the Mohawks are paying for mistakes we made 100 years ago."

*If you have something to say "off the cuff" on any subject in the news, call 848-4882.*

## Traffic accident takes life of Cicely Yalden



Friends and family gather at memorial: far right, classmate Chris Martin; centre, former Governor-General Jeanne Sauvé; second from left, former federal cabinet minister Marc Lalonde.

PHOTO: Edmund Wong

by Christopher Noxon

The Concordia community suffered a great loss this summer with the tragic death of Cicely Yalden, a graduate stu-

dent and part-time lecturer.

Yalden was killed when her bicycle was struck by a truck on Rachel Street on June 7. She was 24. Though the bicycle lane Yalden was riding in had been in use for several weeks at the time of the accident, it was poorly indicated and cars often obstructed the path of

# Crossing



**Cohen, Szabo to seek re-appointment, Giguère will step down as terms end May 31, 1991**

The terms of two Concordia vice-rectors come to an end on May 31, 1991, but while Maurice Cohen, Vice-Rector Institutional Relations and Finance, will seek re-appointment, J. Charles Giguère, Vice-Rector Services, will step down when his term ends. M. (Fred) Szabo, Dean of Graduate Studies, is also seeking re-appointment as of May 31, 1991.

Evaluation committees will be established to review the re-appointments of Cohen and Szabo, and an Advisory Search Committee will be struck to recommend Giguère's successor. Giguère will continue to work on projects he initiated in computing services and with the Management Information System (MIS), (see *TTR*, May 3, 1990).

Other comings, goings and moves:

- Library Director **Al Mate** took early retirement in June after four-and-a-half years at the helm. He has been replaced, temporarily, by Institutional Planning Director **Louis Vagianos**, who was named Acting Library Director pending the results of a search committee to recommend a permanent successor. Just days after his retirement, Mate suffered a serious heart attack, but he is now convalescing and is on his way to a full recovery.
- Professor **James F. Lindsay** retired from the Department of Electrical and Computer Engineering after 25 years of service to the Faculty of Engineering and Computer Science.
- Mechanical Engineering Professor **Georgios Vatistas** became Graduate Programme Director on June 1, 1990. He replaces Professor **Rama Bhat** who will be on sabbatical leave commencing January 1991.
- **Roch Prud'homme** has been appointed Director of the Industrial Liaison. Prud'homme previously held the position of Director of UQAM-R&D-Concordia, a joint appointment with both institutions. In his new capacity, he will oversee all industrial, provincial and municipal research contracts the University is involved in, as well as handling inventions and patents and transferring these technologies to industry.
- Security Director **Rolland Barnabé** retired on August 31, after 18 years of service at Concordia. Security Department Operations Officer **Michel Bujold** has been named Acting Director until a search committee recommends a permanent replacement. Bujold joined Concordia in January 1987.
- Assistant Dean of Students **Doug Insley** took early retirement as of July 1. Insley has worked at Concordia since June 1, 1959.
- Guidance Services Director **Alex Sproule** has also left the University after nearly 40 years of service. Sproule's duties have been assumed by **Donald Boisvert**, Executive Assistant to the Rector, who was named Acting Director pending the results of a search committee. Boisvert, in turn, is being assisted by Guidance Services Associate Director **Fred Denton**, who has been on staff since September 1961.
- Marketing Communications' (formerly Advertising, see page 2) **Kathie Foot** has taken an extended leave of absence to pursue her studies in graphic design in New York City. One of Foot's last assignments was the redesign of the *Thursday Report's* logo.
- Collection Management Librarian **Martin Cohen** left Concordia during the summer for a position at McGill. Cohen has been a familiar face in the library since April 1975.

cyclists so that they were forced to merge into traffic.

Yalden is survived by her father Max, federal Human Rights Commissioner, her mother Janice, Dean of Arts at Carleton University, and her brother Robert, a lawyer.

A memorial mass was held at the Loyola Chapel on June 27. Six friends and classmates spoke about Yalden to the assembled guests who included Yalden's family, her many friends, fellow students and Concordia faculty members, as well as Jeanne Sauvé, the former Governor-General of Canada, Allan Gotlieb, former Canadian ambassador to the United States, and Mark

Lalonde, former federal cabinet minister.

Yalden had completed the requirements for a graduate diploma in Community Politics and the Law in 1988 and was awarded the diploma posthumously, just five days after her death. She had been a teacher's assistant and a lecturer in Communication Studies and was just completing her master's thesis in Media Studies.

"Concordia has lost a vibrant young mind," said Danielle Comeau, a former roommate and Media Studies classmate of Yalden. "This is a loss of the kind of women we need more of at Concordia, exciting young women academics."



## Annual Giving raises \$1 million plus

The Annual Giving Campaign exceeded its \$1 million objective, it was announced at the last Board of Governors meeting in June. It was also announced that Campaign Chair J. Brian Aune, who is on the Board of Governors, would step down after the successful completion of this year's campaign. Maurice Cohen, Vice-Rector Institutional Relations and Finance said his successor would be named very soon.

*A report of Annual Giving's activities in its last campaign will be published in Concordia's Thursday Report in the coming weeks.*

## Parents get involved in education

Concordia will hold its first-ever Parents' Orientation Evening on Monday, September 17 in the D.B. Clarke Theatre at 7 p.m.

This event launches the Concordia PRIDE (PaRents Involved in Development of Education) Programme, which is designed to keep parents informed and involved through orientation and newsletters.

Robert Eschenasi, a Department of University Advancement Officer, says the University is joining a growing number of post-secondary institutions in Canada with the inauguration of this tradition.

"The main purpose of Parents' Orientation Evening is to familiarize parents with some of the people and services that will play a large part in their children's future for the next few years," he says.

Rector Patrick Kenniff, Dean of Students Brian Counihan and Concordia University Students' Association co-president Tammy Powell will address the gathering of parents of new Concordia students. Several University representatives, including the Directors of Athletics, Financial Aid, Guidance Services, Liaison, and the Ombuds Office, as well as academic department heads will be on hand.

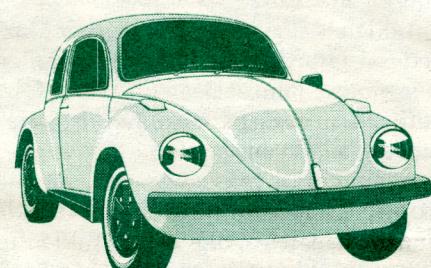
Refreshments will be served in the foyer of the theatre, which can be accessed through the Henry F. Hall Building lobby, at the southeast corner. — DGV

## Don't forget to renew those parking permits

It's that time of year again, when users of Concordia's parking facilities must renew their parking stickers.

Faculty and staff who park vehicles in a Concordia lot or garage must present an identification card and car registration to receive a new permit. Part-time faculty members should bring a contract. The new permits must be in place by October 1, 1990.

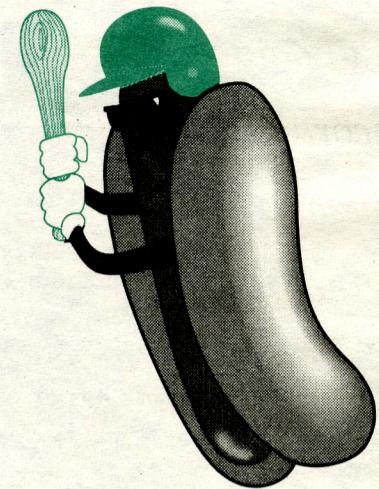
They can be obtained at the Loyola Campus at the Security Office (PS-205), Monday through Thursday from 9 a.m. to 11:30 a.m. and from 1 p.m. to 3 p.m. or at the Security Desk (AD-220), Monday through Friday from 6 p.m. to 8 p.m. At the Sir George Williams Campus, the new permits can be obtained at



the Henry F. Hall Building Garage (H-018), Monday through Friday from 9:00 a.m. to 12:30 p.m. and from 1:30 p.m. to 4:00 p.m.

## Food to go? Now you can ask for it

Concordia's Henry F. Hall Building cafeteria now offers takeaway service. In an effort to maintain health and safety standards, Doug Devenne, Director of Ancillary Services has asked all members of Concordia's faculty and staff and its students not to remove trays, cutlery and dishes from the seventh floor cafeteria area. For those who wish to eat in their offices, cafeteria staff will put items in take-away containers which keep food temperature warm and are disposable. In the past, Food Services had received several complaints about trays, cutlery and dishes in the hallways of the Hall Building posing a health or safety hazard.



## Incentive for escalator repairs rolls in

The Ministère de l'enseignement supérieur et science gave Concordia a much-needed financial boost with the announcement of a programme of accelerated expenditure — funds which must be spent within the 1990-91 fiscal year.

The programme was announced at the last Board of Governors meeting in June. The sum of \$1.55 million has been allotted to Concordia and is earmarked for upgrading the Henry F. Hall Building's escalator system and to purchase new transformers to replace those containing polychlorinated biphenyls (PCBs) (see TTR September 29, 1988).

The \$1 million for escalator repairs represent 70 per cent of the entire costs, leaving the University responsible for the remaining 30 per cent. Similar grants for elevator and window upgrading are not included in this sum, but applications for these projects have been submitted.

## Continuing Education committee asks for University input

A committee convened by the Vice-Rector Academic to review the academic mission, administrative structures, staffing and physical plant of Continuing Education, Off-Campus, Distance Education and the Lacolle Centre is calling on the University community for its input.

The committee has produced a 10-page document based on past meetings including a review of recommendations made over the last four years regarding these units. Members of the committee are Richard Cawley of Applied Social Science, John Fiset of Cooperative Education and Teacher Training, Patsy Lightbrown of TESL, Michel Lussier, formerly Dean of Education Permanente at the Université de Montréal. Associate Vice-Rector Academic Sean McEvenue chairs the committee.

Written submissions from interested members from all sectors of the University community are to be received no later than Friday, September 21. The 10-page document is available upon request by calling 848-4895. Submissions should be sent to the Chair of the Committee, AD 231, Loyola Campus.

### CONDOMINIUM APARTMENT NEAR LOYOLA CAMPUS facing Trenholme Park

Bright, quiet, impeccable, lovely condominium apartment, located within 8 minutes walking distance from Loyola campus. Two bedrooms, two bathrooms, large veranda overlooking gardens, garage space, in new ten-unit building, over 1,000 square feet: \$132,500 including new appliances. René G. Pouliot, Canada Trust / Le Permanent, 735-2761, 486-8361.

# Learning to write

*Harry Hill goes to England and finds Concordia is a leader in the war against illiteracy*

by John Sobol

"Concordia is, with its multi-level Composition Programme and its University Writing Test, waging what is a genuine ideological and education war with great effectiveness."

— Harry Hill, Literacy in the University: Report and Recommendations

The war in question is against declining and, in some cases, non-existent writing skills in the university. But fear not, Concordia has been winning the battle and is potentially a world leader, according to a recent report by English Professor Harry Hill.

Hill, who helped initiate and design the University Writing Test (UWT) was in England over the summer studying the British approach to the worldwide phenomenon of declining writing skills in post-secondary institutions. Hill says he was surprised by what he found.

"I went there to learn," he says, "on the assumption that they were taking care of it somehow. But it turns out that the only people who are at all involved in it are the guidance counsellors. The care Concordia is taking, that we had a writing requirement at all, amazed and even astonished the people to whom I spoke."

The UWT was implemented in 1983 after a consensus was reached between Concordia's student association and a faculty group. They found that not only

was it possible but quite common for students to graduate from university unable to compose even a grammatically correct business letter. Since 1983, every graduating student is required to pass the UWT. In the past seven years, the pass rate for first-time writers has risen from 28 per cent to 78 per cent.

Now Hill wants to expand the University's commitment to writing. There are still several departments that apply their own writing tests and set their own criteria for evaluating a student's ability to express him or herself. Hill wants to introduce University-wide standards. He is also one of several people pushing for better-trained writers at the graduate level.

Hill feels that "ultimately what is really of utmost importance is raising the consciousness of all teachers in the University. Whether they teach recreation, biology or engineering, they have to emphasize writing in the curriculum."

As universities become more specialized, the value of writing as a tool may be underestimated in the private sector. Hill states the case more bluntly in his report: "The accumulation of facts, proofs and ideas can easily be awarded high grades in the haste of reading when the even more pragmatic demands of the 'outside world' would find their expression off-centre, inadequate, even difficult, ambiguous and stylistically insulting and embarrassing."

Hill's recommendations include encouraging all those who pass the UWT with a low grade to take a writing course. Hill found that when questioned by counsellors, students name reading and writing skills as the one area in which careful help is most appreciated. He also recommends establishing a dialogue with other Québec post-secondary institutions through the Conseil des collèges du Québec in order to present a united front to combat the casual acceptance of semi-literacy in universities.

missioned by the Canadian Radio-Television and Telecommunications Commission (CRTC) since May.

The report he is preparing is an investigation into the profitability of the Canadian cable industry. The commission awarded Patterson the independent study after the CRTC issued a set of restrictive decisions concerning federal limits on cable rate increases on May 15, 1990.

"The core of the study is an investigation of the risks facing the industry right now," Patterson said. "We're trying to determine what is a reasonable level of profitability and whether or not the industry is excessively profitable."

Patterson said his practical and academic experience in regulation and finance makes him qualified for the job. During his 20 years in business, Patterson worked for AT&T and as the assistant vice-president of finance for Bell Canada. He has also been a corporate director of several companies, including the Morgan Trust Company and

Are cable profits too high?

*A Concordia professor studies the question*

by Christopher Noxon

A Concordia Finance professor has become a key player in the national debate on the cable television industry in Canada. Cleveland Patterson has been working on a major study com-



by Sharon Bishin

## Native dispute brings out the experts

This summer, the expertise of Concordia's faculty was regularly sought by media for comments on the daily news. The *New York Times* quoted Graeme Decarie in its July article on Québec struggling to find its new role, post-Meech. The *Globe & Mail* and *The Gazette* were only two of several Canadian papers seeking comment on the Oka/Kahnawake situation from Stephen Scheinberg and Frank Chalk. All three are from the History Department. Concordia's Chancellor, Québec Superior Court Chief Justice Alan B. Gold was in the spotlight when he was named by Prime Minister Brian Mulroney to be a mediator in the native dispute.

In other media news:

- The *Guelph Daily Mercury* picked up the report made to the Royal Commission in June on electoral reform by Political Science's Guy Lachapelle who suggested that Canada should have an official watchdog to regulate public opinion polls which are broadcast and published during federal elections to ensure their quality and reliability.
- Slang is a topic near and dear to newspapers' hearts and was showcased across the country in Don McGillivray's syndicated *Southam News* column profiling the English Department's Lewis J. Poteet's survey on the subject.
- Journalism's Director Lindsay Crysler was a judge for the annual competition of the Association of Quebec English Regional Media (AQREM).
- The *Los Angeles Times* (Orange County Edition) featured a lengthy article on Applied Social Science's James Gavin highlighting the theory behind his book *Body Moves: The Psychology of Exercise*, which examines how certain personalities are attracted to certain sports.
- Earlier this summer, *Le Devoir* published an opinion piece by Psychology's Tony Hilton on the Meech Lake issue in Québec and Canada.
- *L'Actualité* sought out the School of Community & Public Affairs' Herbert Guindon for comments in its article "Les Québécois sont-ils vraiment nationalistes?"

Readers find that trade and technical publications are filled with Concordia experts:

- The July edition of *Canadian Architect* ran an article called "Talking Back to Computers", which included a mention of the Société d'informatique et de recherche pour l'industrie de la construction (SIRICON), a joint venture between the construction industry, the Québec government and the University's Centre for Building Studies
- Aviation & Aerospace from Toronto mentioned Concordia's Master of Engineering programme in aerospace engineering.
- Closer to home, *Le Devoir* recorded the Art Therapy programme in a piece on an international art therapy congress this month.
- "Pithy and evocative" are two of the adjectives that appeared in a *Calgary Herald* review of *Letters From Managua (Meditations on Politics and Art)*, a book written by the English Department's Gary Geddes. *The Gazette* ran a half-page feature on the book, as well as a review of Geddes' *Light of Burning Tower: Poems New and Selected* in its Books section last month.

Meaghers Distilleries.

Patterson came to Concordia in 1980 after completing his doctoral degree in Finance at McGill. After a year teaching at Concordia, he became Finance Department Chair. In 1986, Patterson moved to New Zealand and the University of Otago as chair of the Finance and Accounting Department but returned to Concordia after three years.

This is not the first time Patterson has worked with federal regulating bodies. He has served as an expert witness

before the Canadian Transport Commission on behalf of CP Rail and in several hearings before the CRTC and provincial regulatory boards.

"I feel very strongly that the more teachers get involved in the 'real world' of financial theory, the better research we do and the better teaching we do," Patterson said.

Patterson will submit his report to the CRTC by the end of the month. The study will then be open for public comment and hearings.

# Out, out, damned... mosquito!?

by Christopher Noxon

On a recent summer evening Cas Anvar, the 24-year-old artistic director of the Repercussion Theatre Company, leaned back on a park bench, patted his beagle MacDuff's head, and looked out at his three-year-old theatrical baby.

Behind the makeshift stage were a dozen young actors, many of them Concordia graduates or working toward degrees here, mingling in the nylon tent dressing room. Anvar watched them touch up their makeup and swing wooden swords at each other. Out front, the audience settled in on the grass with their coolers, blankets, children and dogs.

The night's performance would be one of the last of the season for the Montréal Shakespeare in the Park Festival and it was a full house, er, field. Anvar's baby is now an annual event whose attendance has increased ten-fold since its first year. This summer's twenty-one shows, six performances per week at six different city parks, played to some 10,000 people.

The Festival also spells success for a group of young people desperate to work in their field — the shrinking anglophone theatre community. The Repercussion Theatre employs actors and technicians from Concordia and the National Theatre School as well as other Montréal-area institutions and Canadian universities. Ten members of the company hail from Concordia: Michael Carley, Carolyn Chinn, Cathy Cochrane, Madeleine Dominique, Alexandria Haber, Jennifer Heywood-Jackson, Catherine Kirkpatrick, Lisa Lenihan, Elaine Nomandeau and Mike Roy.

The young professionals admit that if it were not for Shakespeare in the Park, they would most likely be working at



Lady MacDuff (Lisa Lenihan, left) tosses a ball to her son (Alexandria Haber) in *MacBeth*.

PHOTO: Owen Egan

regular jobs and auditioning for bit parts.

"I'd be working in a golf course if it wasn't for this," said Heywood-Jackson, who has completed two years in the Theatre programme at Concordia. "This is the most wonderful thing that could happen. I get to play Lady Macbeth, which you're normally not able to play until you turn 40."

"Besides this, there's not much for people who don't have much experience outside school," said Lenihan, who graduated from Concordia's Theatre Performance programme in 1988. "This was really an act of God."

There has been much improvement in the quality of the productions since the Festival's start-up year. This year, auditions attracted some 200 hopefuls, of which 15 earned parts in the two shows on the bill, *Comedy of Errors* and *Macbeth*. The competition for parts made for the Festival's most professional troupe ever.

"In the end, I'm making work for

dozens of other young theatre people as well," Anvar said. "We're making high quality, high responsibility work for recent graduates. These people wouldn't get this chance ordinarily."

Lenihan said the informal atmosphere, an audience in shorts and t-shirts, helps make the festival as fun as it is. But performing outdoors has its disadvantages.

"You have to deal with things like power shortages, dogs barking, planes going by overhead and bugs," Lenihan

said. "That's the worst: the mosquitos."

Just as Lenihan predicted, the mosquitoes came out in force at sundown, as the boys in the bright little-league outfits cleared the Benny Park field. Families settled on blankets, folding chairs and wicker mats on the grass. The smell of kerosene from the torches burning on stage wafted through the air. Then Anvar introduced the troupe, whose average age is 23, and the actors began their version of a 400-year-old play for an audience of neighbourhood families and their barking dogs.

## CUNASA, administration reach agreement in principle

*Cost of Living increase  
to be retroactive to*

**June 1, 1990**

by Sharon Bishin

Simple question: what's my salary increase?

Simple answer: Take the placement salary assigned to you by the Job Evaluation Project. In the spring you saw 50% of it added to your salary. You are waiting for the second 50%. An agreement in principle was reached between CUNASA representatives and the administration to add 75% of that last half of the placement salary to your pay and then add on another 5.13% for a cost of living adjustment (COLA) — all retroactive to June 1, 1990. So, if you were to see a \$2,000 increase through JEP, you received \$1,000 in the spring and will now receive \$750 plus 5.13% COLA. The balance of placement will be in place May 31, 1991.

CUNASA is expected to take this agreement in principle to its member-

ship today — Thursday, September 6 — at a special general meeting at 5 p.m. in the Sir George Williams Faculty Club, H-767, for ratification.

CUNASA president and head of their negotiating team, Walter Wheatley, sees the negotiations as satisfactory but ongoing.

"We've gotten some people some money and we're happy about that. Next on our agenda is the discussion about movement rules."

Movement refers to salary progression through a grade. CUNASA had proposed an **eight step system** (eight automatic increases in grades 1 thru 20) or alternatively, a two percent step increase per annum to maximum.

Though the administration could not agree to CUNASA's demands on movement, Susan O'Reilly, director of Human Resources and head of the Administration's negotiating team, agrees that this is an important clause to clarify. "Part of the agreement in principle is to begin in September to determine movement rules which will come into force June 1, 1991."

Other members of the negotiating team are: Ralph Carter, Linda Longtin, Mirta Romanik (Resource person) and Pat Verret for CUNASA. Bruce Smart, Steve Bush, Spiros Lazaris and Colin Waters (Resource person) for the University.

### ECOTOXICOLOGY continued from page one

ment. Lincoln praised the Sir George Williams graduate in Fine Arts for showing that environmental change is not solely under the government's control. (see *TTR*, September 28, 1989). It is thanks, in part, to Goldenberg's lobbying, that Québec became the first jurisdiction in North America to pass legislation controlling pesticides, said Lincoln.

In a brief speech at the opening of the lecture series, Goldenberg said that cooperation with government, industry and the public is the right way, the only way, to solve environmental problems. In a special message to students, she said, "if you really believe in something, act on it."

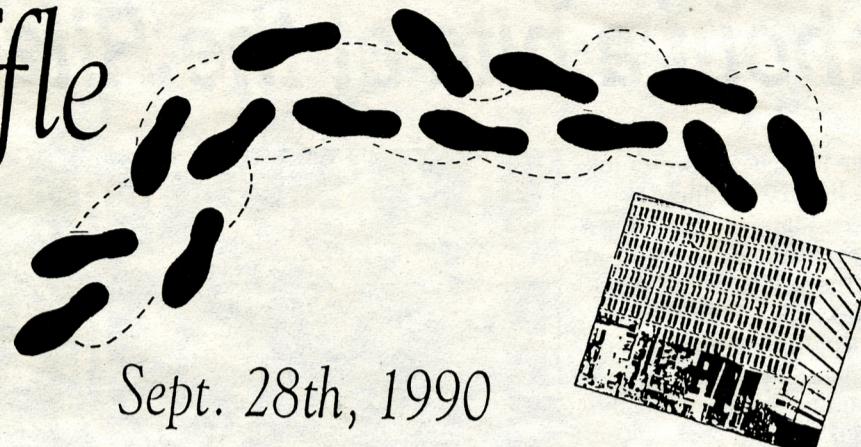
The students from Concordia and other universities attending the summer school should be well-positioned to act. They, along with professionals in the field, listened to lectures on the theme of *Regulatory Toxicology: Its International Implications* which included such subjects as: setting global standards for the trade of dangerous chemi-

cals, identifying the dimension of the chemical pollution problem and defining the role of international organizations in assessing health hazards associated with chemicals.

The lectures were given by three international experts in regulatory toxicology: Morrell Draper, a consultant for the World Health Organization (WHO) and the Health and Safety Directorate, Commission of European Communities (CEC); Alexandre Berlin, Division Chief of the Public Health Unit of the CEC in Luxembourg; and, George Becking, of the WHO Research Triangle in North Carolina.

The Concordia students attending the conference are among the fifty students who have enrolled in the ecotoxicology programme since its inception in the departments of Biology and Chemistry five years ago. Of the programme's 21 graduates, says programme director Michael Hogben, half have gone on to jobs in industry, a quarter to careers in government and the remainder have chosen to further their studies.

# The Concordia Shuffle



Sept. 28th, 1990

by Silvia Cademartori

The first Concordia Shuffle is approaching the starting line.

On Friday, September 28, there will be a walk-a-thon from the Sir George Williams Campus to the Loyola Campus to help raise money for student scholarships and fellowships.

The Faculty and Staff Appeal Committee of the Department of University Advancement is organizing the event. Advancement Officer Robert Es-

chenasi says the aim of the Concordia Shuffle is two-fold: "to hold a University-wide event which brings together students, faculty, and staff, and to launch the University's 1990-91 Appeal."

The Faculty and Staff Appeal Committee is the branch of Annual Giving which appeals to the internal Concordia community to raise funds for student scholarships and fellowships. Everyone can participate, Eschenasi says, by walking the course or by using a wheelchair to make the journey.

To enter the Concordia Shuffle, participants must fill out a pledge form; one is included in this issue of *Concordia's Thursday Report*. Additional forms may be picked up at the Conference and Information Centre booth in the Henry F. Hall Building lobby

(downtown) and at the Loyola Campus in the Administration Building, Room 121, Disabled Students Services. There is no registration fee to enter.

Shufflers must register by noon the day of the walk-o-thon in the Hall Building lobby. The Shuffle will head down de Maisonneuve Blvd. to Westmount Park, where it will turn onto Sherbrooke Street to the Loyola Campus. Eschenasi says it should take about two hours to complete the 6.5 km route. A picnic is planned at the west-end campus after the event. Eschenasi says even those unable to participate can make a contribution by sponsoring someone.

The Shuffle may well become an annual Concordia tradition if this year's event is successful.

## AV Department

comes of age

FIRST IN A FIVE-PART SERIES

by André Fauteux

Many moons ago, academic departments used to buy their own audio and visual teaching aids, then let them gather more dust than family heirlooms. Equipment was neglected because it often broke down, was difficult to operate and few people knew it even existed.

That began to change in 1964 when Concordia became the first Canadian university to offer a centralized audio-visual unit. The Audio-Visual Department celebrated its 25th birthday last fall, enjoying its greatest popularity ever among teachers and especially students who can't get enough of sound effects, still and moving pictures and interactive videodiscs.

Concordia's multiple-award-winning Audio-Visual (AV) Department has been a pioneer from the moment it was created in 1964. The first centralized unit of its kind in the country, it still provides better service than most other Canadian universities despite chronic underfunding, as AV Director Mark Schofield wrote in the November issue of the AV newsletter *Fast Forward*.

Ironically, the AV Department's success could be explained by the decentralization that centralization allowed. Originally intended as a teach-



Students, teachers and technicians have been putting their heads together in AV for more than 25 years.

PHOTO: Charles Bélanger

ing-aid department, it was one of the first to open its doors to students. Assistant Director of Technical Services Nicholas Ostopkevich points out that it is still one of the most accessible in Canada.

Everyone now knows what students and teachers who experimented with new technologies in the early days learned: how quickly they became obsolete. But the University was always one step ahead in acquiring the next gizmo that would make their technological dreams come true.

The first incarnation of the AV Department did not prove to be as popular as it was expected. Created by trailblazing Religion Professor Ab

Moore, it was originally called the Instructional Media Office.

### Hall Building was state-of-the-art in 1969

"The technology was too sophisticated," recalls Schofield, who was trained at the British Broadcasting Corporation (BBC) and was but a humble technician back then. The idea of setting up faculty workshops was shelved.

When the Henry F. Hall Building opened in 1969, it was considered state-of-the-art with all classrooms wired for closed-circuit television. Though the system was used extensively at first, Schofield says the system was "clumsy

### Original cables still in use

Luckily for the University's coffers, the cabling system needed to operate the closed-circuit television has gotten a lot more mileage. In the mid-1970s, computers used it to access databases and other programmes centralized in the mainframe computer. Today, user-friendly-than-ever personal computers continue to use the original wires.

Centralization also allowed successful experiments such as early distance education. The University was given free time on CBC television's local channel 6 in the 1960s and on Cable 9 from 1969 to 1973. Courses were eventually bumped to obscure one a.m. and 2 a.m. slots to free up valuable prime time for more marketable programming.

Students could also "dial-access" a French class from their home phones and listen to pre-recorded tapes. Unfortunately, only the first caller got the beginning of the tape, others had to wait until the end of the 10-minute lesson for their turn — or fall asleep waiting.

"Then that became obsolete when (audio) cassettes became a household item," Schofield says.

Many experiments were media firsts,

**Continued on page 11**

# Lunching with John Cleese, brown bagging it in French, or how about a bite at the Ritz?

*Staff Training and Development offer treats at lunch and other times of the day*

by Bronwyn Chester

If you're interested in improving your French, fine-tuning your management style or keeping your sanity between the stress of the job and raising a family, Concordia's Human Resources and Training Centre may have the course for you.

In the past, the Centre has offered courses in skills development, such as computers, management and writing skills, and personal management, such as retirement planning, "Juggling work and family," and French.

The Centre's manager of staff training and development, Elaine Arsenault, says that much of her selection of courses is determined by the needs of employees.

"Someone may call me up, for instance, and want a seminar on taking minutes or improving writing skills. I get my ideas from employees at all levels."

Arsenault also tries to keep her courses accessible, both in terms of schedule

and expense. The French course, for instance, is offered every Wednesday at noon for 14 weeks, at no cost. You simply bring your own lunch, listen to a movie and do the self-teaching exercises in the workbook provided, she says. Some francophone employees of the University, including Arsenault and her assistant Julie Lagarde, attend the course to help out.

The seminar on how to apply for internal jobs is also offered at lunch so employees need not ask for time off.

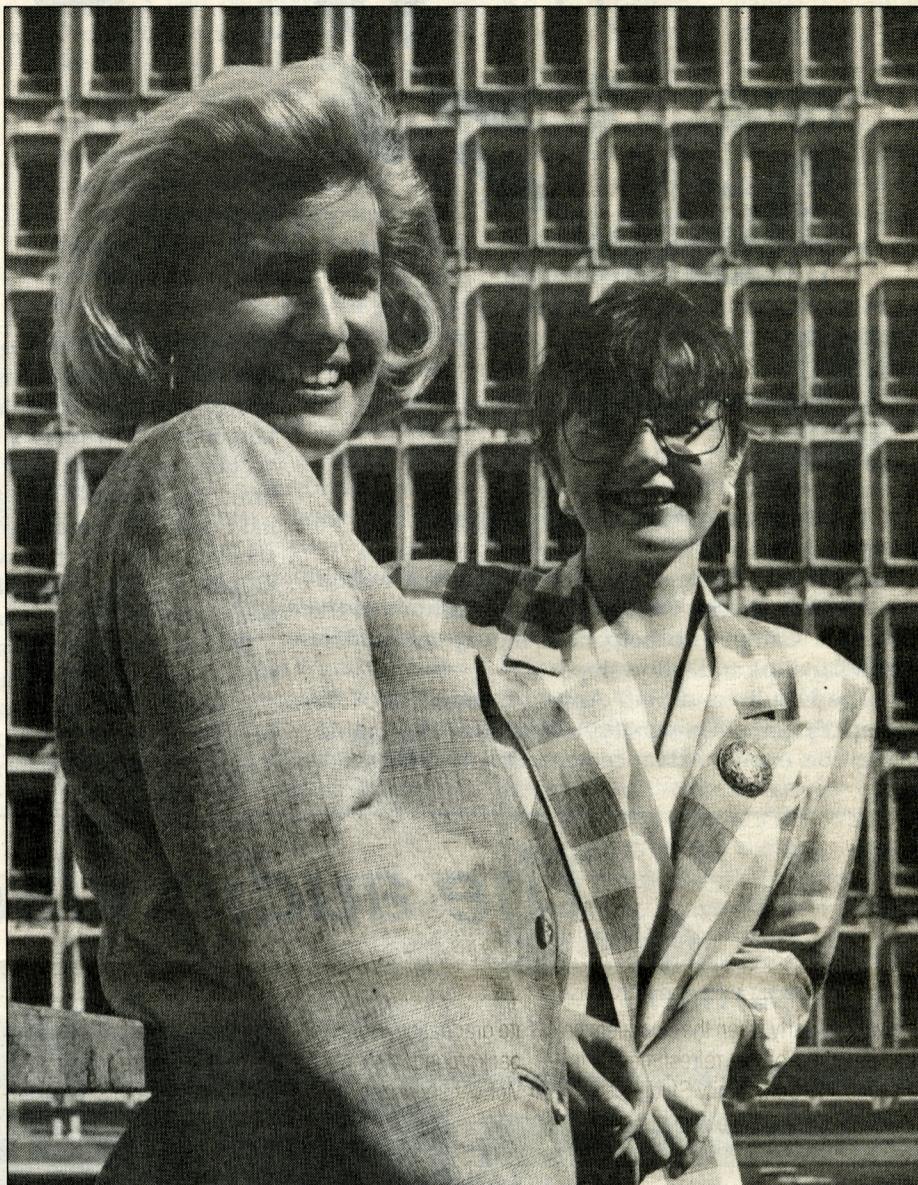
The business-writing skills workshop, on the other hand, is offered from 2 p.m. to 5 p.m. The course is taught by an outside consultant which makes it more expensive than an in-house session. Still, Arsenault hopes that at \$40, departments will still be able to pay for interested employees. Some employees, however, such as part-timers will pay for their own courses.

For those who are interested as much in food for the belly as for thought, the Centre offers a luncheon series for management at the Ritz Carlton at \$45 per lunch-lecture.

But if it's a belly laugh you're looking for, the Centre also offers a film series on management starring John Cleese. The British comic actor, of *Monty Python* and *Fawlty Towers* fame, demonstrates different styles of management. Imagine him as your boss!

For more on Cleese, the Ritz, "Juggling home and job" and more, be sure to pick up next week's CTR which will include the complete course schedule.

— Additional reporting by Trudy McCormack



Julie Lagarde (left) and Elaine Arsenault

## Employment Equity Census: Making sure pay is up to scale

by André Fauteux

Concordia wants a snapshot of its staff, so this month Employment Equity is taking a census to pinpoint the distribution of permanent employees who are women, natives, disabled and visible minorities.

The census is required as part of the University's commitment to the Federal Contractors Employment Equity programme designed to create a representative workforce.

More than half the employable disabled people in Canada are unemployed. That rate grows to 70 per cent in many native communities. Also, many women are still in jobs traditionally held by women and earn an average of 60 to 75 per cent the full-time

wages of men.

The Employment Equity census is a confidential but not anonymous survey which will ask people to state whether they belong to any number of the four groups and to comment on how they can be better served. For example, disabled employees may point out the need for more ramps or special equipment.

Non-permanent, mostly part-time faculty will be surveyed later this year. A high rate of response is essential to draw an accurate profile the University can compare with existing data on jobs and salary levels, said Employment Equity Coordinator Kathleen Perry. This will allow her to review employment and promotion practices and to draw up new policies next year.

### Takes only a few minutes to fill out

It will only take a few minutes to say

cheese and fill out the simple, four-question questionnaire distributed from September 20 to 28 with paycheques or payroll stubs. Perry said it's important that all staff return the questionnaires even if they choose not to answer them.

### census is voluntary

"The census is voluntary but we need a very high response rate to make the programme as successful as possible," she said. "The University of New Brunswick survey had a 90 per cent response rate, we hope ours will be as high."

The census cannot be anonymous if data is to be compared and updated as people are promoted or leave the University. A unique census number identifying each employee will be printed on each questionnaire. Perry's computer has a confidential list match-

ing these numbers and people's names.

Each questionnaire will carry a promise of confidentiality signed by Perry and Rector Patrick Kenniff. The completed forms will be destroyed three months after the census.

The census kit and promotional material is based on those used in other universities and was drawn up in April by a census task-force committee composed of representatives from all union and employee associations.

A confidential Employment Equity hotline and an information session will be held during census week on both campuses. Arrangements can be made for English- or French-language questionnaires in Braille or on tape.

Concordia instituted an employment equity programme for women in 1987 after signing a certificate of commitment to identify and eliminate unfair employment barriers.

# Congratulations!



It's always a party when the Sparklers celebrate graduation. Here, recent graduate Joseph Kaleff, left, samples some of the refreshments. In the background, Ashley McGain of the Centre for Human Relations and Community Studies and Sean McEneaney, Associate Vice-Rector Academic Curriculum and Planning , mingle with the guests.

PHOTO: Spiros Vergados

## AUDIO VISUAL continued from page nine

such as a black-and-white video of a weekend field trip shot by television producer James Joyce with Geology Professor H.S. de Romer as the lead actor. About three years before commercial television began using portable equipment, it was shot with a Sony Portapac running on batteries that had to be recharged overnight. It won an Award of Merit at the 1974 Canadian Instructional Media Festival.

Concordia also won an award in 1986 for its work with the latest do-it-yourself medium, interactive videodiscs. This technology allows students in various fields to select different scenarios while learning everything from graphic design to the laws of physics.

It is hard to believe, Schofield says, that some professors are still not maximizing use of the facilities even though the AV Department has had its own production centre since 1975, when AVISTA began at Loyola.

Nonetheless, Schofield stresses that academic input and feedback is his greatest priority. "Let us know what you want," he tells professors, "but plan ahead and tell us what you need, so you don't need to experiment with things at the last minute or go down blind alleys."

Good advice to fully experience the amazing things technology can do with just a few lessons in the universal language of sight and sound.

## HELP THEM SPREAD THEIR WINGS.

QUEBEC  
SOCIETY  
FOR  
DISABLED  
CHILDREN



2300, René-Lévesque Blvd. West.  
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# SPORTS SHORTS

**Paul Arsenault steps down as head hockey coach**

One of university sports' most successful coaches, Concordia's own Paul Arsenault, has stepped down as head hockey coach to concentrate on his duties as Associate Director of the Department of Fitness, Recreation and Athletics.

Arsenault's coaching career has spanned 27 years during which he guided the Sir George Williams Georgians, the Loyola Warriors and the Concordia Stingers to 16 conference championships. His over-all record of 597-318-66 ranks second only to the University of Alberta's Clare Drake for most wins in the history of university hockey in North America.

When he came to Montréal and the Sir George Williams Georgians from his native Prince Edward Island in 1963, Arsenault transformed a mediocre squad into a national contender, capturing six league titles in nine years. Later, he helped the Loyola Warriors win two league championships in three years.

With the merger of the two institutions, Arsenault directed the Concordia Stingers to nine consecutive titles and was twice named Canadian Inter-university Athletic Union's Coach of the Year.

### **Yves Beaucage set to take over duties**

Paul Arsenault's assistant coach for the past two years, Yves Beaucage, has been named to replace him as Stinger head coach of hockey. Beaucage began his coaching career with the McGill University hockey programme in 1985 and served three years as a full-time assistant. He joined Arsenault's staff in 1988 and served as Director of Player Recruitment as well as assistant coach for the team. Bob Philip, Director of Fitness, Recreation and Athletics, says that when Beaucage joined the Stingers as assistant coach, it was with the intention to eventually fill Arsenault's position as head coach.

### **John Dore comes back to Stingers Basketball full-time**

When the men's basketball season starts up again, the team will have John Dore back at the helm as head coach, but this year, Dore has signed on full-time. Last year, in his rookie season as coach, Dore led the Stingers to a 25-7 record and the team's first-ever National Championship. He accomplished all this on a part-time coaching schedule, while he was still Director of Athletics of St. George's High School in Westmount.

Dore graduated from Concordia in 1975, where he had played for both the Loyola Warriors and the Concordia Stingers. He was assistant coach of the Stinger women's basketball team in the late 1970s and also assisted Doug Daigneault with the men's program for two seasons.

### **Mike Hickey named Sports Information Officer**

Mike Hickey returns to Concordia as Sports Information Officer after a five-year absence. He replaces Trent Tilbury who has left Concordia to take a full-time position in the business community.

From 1975 to 1985, Hickey was Sports Information Director and Women's Basketball coach. He had also been the Men's Basketball coach and Sports Information Director at Sir George Williams University, prior to the merger with Loyola College.

FIRST ANNUAL  
CONCORDIA ALUMNI  
HOMECOMING  
OCTOBER 12-13, 1990



*Celebrate it!*

## Women's Agenda

SEPTEMBER 5, 12, 19 &amp; 26

## Is Fat a Feminist Issue?

This discussion and support group will resume its lunch hour meetings on Wednesdays. They will be accepting new members. Information: 848-7431. To insure privacy the Centre will be closed for drop-ins between 12 noon and 1 p.m.

WEDNESDAY, SEPTEMBER 12

## Women's Network

The Concordia Administrative & Professional Women's Network presents Line Robillard, Executive Director, YWCA Montréal. Ms. Robillard will be speaking on "The International Dimension: More Powerful Women? Ten Years of Involvement at International Level" from 12:30 p.m. to 4 p.m. at The Women's "Y", 3555 René Lévesque Blvd. W., room 415. Cost: \$5. RSVP: Call Pat Berger at 848-4964

SEPTEMBER 12 OCTOBER 4

## "Bleu en Ville: Urban Sea"

An exhibition of expressive and imaginative paintings by Montréal artist Céline Laconte on display at the Concordia Women's Centre "Art Space" Gallery. Vernissage, Wednesday, September 12 from 4 p.m. to 8 p.m. Refreshments will be served and the artist will be in attendance. Everyone welcome.

FRIDAY, SEPTEMBER 21

## Women and Alcohol

With Shonda Secord, Health Services Researcher. Part of the on-going "Women and Health" series at 12 noon in the Secretarial Lounge, H-761, Henry F. Hall Bldg., 1455 de Maisonneuve Blvd. W. Information: 848-7431.

FRIDAY, SEPTEMBER 28

## International Women Students

A support group for international and visiting women students from 3 p.m. to 5 p.m. at the Women's Centre, 2020 Mackay in the basement. Refreshments will be served. Information: 848-7431.

## CPR Courses

The following CPR courses will be offered by the Occupational Health & Safety Office in the next few weeks. Members of the Concordia community or outside community are all welcomed to take these courses. There will be a discount price for the Concordia community. For all those who are interested, please contact Donna Fasano, CPR Programme Coordinator at 848-4877 for more information.

SUNDAY, SEPTEMBER 9

## 6 Hours for Life

This course includes rescue breathing and one-person rescuer CPR, and management of the obstructed airway.

SUNDAY, SEPTEMBER 16

## 8 Hours for Life

This course includes rescue breathing and one rescuer CPR, management of the obstructed airway and infant, child resuscitation.

SEPTEMBER 22 &amp; 23

## 15 Hours for Life

This course includes rescue breathing, one-person cardio-pulmonary resuscitation and two-person cardio-pulmonary resuscitation (CPR) management of the obstructed airway and infant and child resuscitation.

## Notices

## Peer Helper Program

The Peer Helper Program is a student-run listening and referral service. Open Monday to Thursday from 10 a.m. to 6 p.m. and Friday from 10 a.m. to 1 p.m. Information: 848-2859.

## Kenya Students Association

The Chair of the Kenya Students Association in Montréal, David S.O. Nalo welcomes students, old and new, to a new academic year. The Association seeks to promote interaction and academic exploration between Kenyan students studying in Montréal and their Canadian and international classmates. The Association receives the Weekly Press Review from the Kenyan High Commissioner in Ottawa and Standard Newspaper is available at the George P. Vanier Library on the Loyola Campus. Students are encouraged to call the Association at 939-9566 which is located at 1900 Lincoln, Suite 75.

## Immigration-on-campus

Renewal of International Student Authorizations, Quebec and Canada Immigration officials will be on campus to renew student Certificates of Acceptance and Study Authorizations for all returning full-time students of Concordia University and Continuing Education for the 1990-1991 academic year on September 10 to 17, 1990 from 8:30 a.m. to 11:30 a.m. and 1 p.m. to 3:30 p.m. Work Authorizations will be issued in the morning sessions only. Please make an appointment by calling 848-3515, or visit the International Student Office at 2135 Mackay, Room 302.

## Services For Disabled Students

Our primary goal is to provide services, programmes, resources and auxiliary aids necessary to allow each student with disability the equal opportunity of pursuing higher education at Concordia. Information: 848-3525, H-580, Henry F. Hall Bldg., 1455 de Maisonneuve Blvd. W. or at 848-3502, AD-121, 7141 Sherbrooke St. W. Office hours: 9 a.m. to 5 p.m.

## Vanier Library Tours

Tours of the Vanier Library will be offered throughout the month of September on Tuesdays and Wednesdays, from 10 a.m. to 11 a.m., and Thursdays from 2 p.m. to 3 p.m. Please register at the Vanier Library Reference Desk or call 848-7766.

## Meetings

## Board of Graduate Studies

The Board of Graduate Studies will meet on September 24, 1990 at 2 p.m. in H-769, 1455 de Maisonneuve Blvd. W. Information: 848-3800.

## Faculty Caucus Meeting

The Third Meeting of Faculty Caucus (A Continuing Forum for Faculty Concerns). Topic will be "Concordia in Post-Meech Québec: The Role of Faculty" on Friday, September 14, 1990 from 9:30 a.m. to 11:30 a.m. in H-620, 1455 de Maisonneuve Blvd. W. All Faculty are welcome. Information: (Steering Committee Members) Prof. G. Adams (2417), G. Haines (3596), Prof. S. Hoekendorf-Drysdale (2158), Prof. R. Swedburg (3331), Prof. R. Tittler (2427), Prof. K. Waters (2331).

## C.U.N.A.S.A.

There will be a Special General Meeting of the Concordia University Non-Academic Staff Association will be held on Thursday, September 6, 1990 at 5 p.m. in H-767, Faculty Club, 1455 de Maisonneuve Blvd. W. All members are urged to attend.

## Lectures/Seminars

FRIDAY, SEPTEMBER 14

## Department of English

The Department of English presents Professor Mary Poovey, John Hopkins University who will be giving a seminar on "Speculation and Virtue in our Mutual Friend" at 4 p.m. in H-773, Henry F. Hall Bldg., 1455 de Maisonneuve Blvd. W. Later that evening she will be giving Public Lecture on "Domesticity and Class Formation: Chadwick's 1842 Sanitary Report" at 8:30 p.m. in H-762.

## The BACK

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## Alumni

SATURDAY, SEPTEMBER 15

## Alumni vs. Concordia Stingers' Men's Soccer Game

The game will take place at 2 p.m. at the Loyola Athletic Complex Stadium. Reception to follow. For information, call Vladimir Pavlicik, Stingers Soccer Coach, at 848-3861.

TUESDAY, SEPTEMBER 18

## Loyola Alumni Association Annual General Meeting

The purpose of the meeting is to receive reports and to elect directors. Location: Loyola Faculty Club, AD-308, 7141 Sherbrooke St. W. Time: 6:30 p.m. RSVP: Call Gabrielle Murphy no later than September 11, 1990 at 848-3823.

WEDNESDAY, SEPTEMBER 26

## Financial Tips

This advanced seminar will focus on proven, but less

## Unclassified

## To Rent

4 1/2 in N.D.G. in a quiet triplex, very close to Loyola Campus, very clean with some furniture. Information: 482-5457.

## Moving/storage

Truck/Van. Local and Long Distance. 7 days/24hrs. Call Steve at 735-8148.

## IMPORTANT NOTICE

Have you ever taught in a seminary or an institution belonging to a religious order?

Have you ever worked in a youth protection institution?

as a lay person or

a member of a religious order or

a secular priest who is now laicized?

If so, you undoubtedly did not contribute to a pension fund during this period.

You will be able to claim these years from the Régime de retraite des employés du gouvernement et des organismes publics (RREGOP) (Government and public employees pension plan).

Please obtain the appropriate questionnaire from Margaret Ayotte in Benefits Services (848-3673) before September 30 and complete it at once.

**Don't delay. Soon it will be too late to take this opportunity to increase your retirement pension.**